



Fiscal Year 2006

(July 1, 2005 – June 30, 2006)

Salary Resolution

Personnel Services Department

FY06 SALARY RESOLUTION
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RESOLUTION NO. _____

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO
ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE
COMPENSATION RATES AND SCHEDULES AND RELATED
REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND
SCHEDULES FOR FY06

RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1. – SPECIAL PROVISIONS APPLICABLE TO ALL CLASSES

The rules set forth in this resolution constitute special provisions applicable to all classes of employment in the City service; provided, however, that if any provisions of a Memorandum of Understanding adopted and approved by the Council under Article 19, Chapter 2 of the Fresno Municipal Code and currently in effect is clearly and specifically in conflict with any rule contained in this resolution, the provision in such Memorandum of Understanding shall prevail.

SECTION 2. – SALARY STEP PLAN

The step plan of each salary range shall be applied and interpreted as follows for permanent and probationary employees, unless modified by applicable MOU:

- A. The first step shall be the minimum rate and shall normally be the hiring rate for the class. In a case where it is difficult to secure a qualified person or if a person of unusual qualifications is engaged, the City Manager, after receiving the recommendation of the Director of Personnel Services, may approve appointment above the first step.
- B. The second step shall be paid upon the completion of six months of paid status at the first step.
- C. The third step shall be paid upon the completion of one year of paid status at the second step.
- D. The fourth step shall be paid upon completion of one year of paid status at the third step.
- E. The fifth step shall be paid upon completion of one year of paid status at the fourth step.
- F. Unless modified by applicable MOU, raises to the second, third, fourth, and fifth steps shall be automatic unless an unsatisfactory performance evaluation is made by the appointment authority. Following an unsatisfactory performance

evaluation, a raise may be delayed by the appointing authority for not more than six months and more than six months only with approval of the City Manager. A raise to any step may be made at any time by the City Manager on recommendation of the appointing authority and the Director of Personnel Services whenever an employee exhibits unusual merit. In the case of permanent intermittent employees, 1,040 hours of service shall equal six months of service and 2,080 hours of service shall equal one year of service.

- G.
 - 1. An employee who is selected to fill a reclassified position pursuant to FMC Section 2-1607(b), or who is promoted from one class to another having a higher salary range, shall be adjusted to the lowest step in the salary range of the new class which is at least three and one-half percent higher than the rate received in the employee's former class. If such an increase would require a payment greater than Step E, then Step E shall be paid.
 - 2. An employee in Exhibit 9 who is appointed to a position in a class having a salary range shall be promoted according to the foregoing provisions to the nearest step, but not exceeding Step E, in the new class range after adding five percent to the employee's salary rate.
- H. When a class is assigned a new salary range, the salary of an employee in such class shall be adjusted to the same relative step in the new salary range, and such adjustment shall not alter the employee's anniversary date.
- I. A permanent employee, filling a position in a higher class on a temporary basis, and who is entitled to the rate of pay for such higher class, shall be paid in the same manner as provided for promotion in Subsection G above.
- J. If an employee is receiving compensation above the fifth step of the range, the employee's present rate shall be continued as an approved additional step rate for the class ("Y-rated"), but no other employee may be adjusted to this rate, and it shall not longer be in effect after the termination of the employment in that class of the incumbent in whose behalf it is authorized.
- K. Step increases shall become effective immediately upon completion of required service. For purposes of this section, any employee who is absent without pay for the number of hours specified below while on any single step in a range shall not be considered to have been on paid status for the number of weeks shown, and advancement to the next step shall be delayed by such number of weeks:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	40 hours	None
40 hours	120 hours	2
120 hours	200 hours	4
200 hours	280 hours	6
280 hours	360 hours	8
360 hours	440 hours	10

For purposes of this section, leave without pay, in reference to step advancement, shall be adjusted appropriately for 56-hour employees:

<u>At least</u>	<u>But less than</u>	<u>Weeks delayed</u>
1 hour	56 hours	None
56 hours	168 hours	2
168 hours	280 hours	4
280 hours	392 hours	6

The number of additional weeks by which advancement to the next step shall be delayed shall be calculated in the same manner as those respective formulas specified herein. Such delay shall cause a change in the employee's anniversary date, for purposes of future step increases in the class.

- L. In lieu of a Salary Step Plan, an executive Pay Range Plan for certain classes is set forth in Exhibit 2, attached.
1. For purposes of calculating retirement benefits for any employee retired from one of the classes in the Executive Pay Plan prior to the effective date of the Executive Pay Range Plan, the "E" step for the class shall be equal to the control point as established by these rules and regulations. The D, C, B, and A steps shall be five percent below the respective preceding steps.
 2. The salary for each executive employee in the E1, E2, and E3 executive pay ranges and the salary range for each class within such ranges shall be established by the City Manager.

E1	\$5,500 – \$11,770
E2	\$4,400 - \$11,110
E3	\$2,500 - \$7,777

The City Manager shall promulgate such rules and regulations deemed appropriate in the implementation and administration of this subsection.

3. For purposes of calculating retirement benefits for any employee in a class in the Executive Pay Plan who has left City service after ten years of service but prior to attaining an age sufficient for service retirement, and who has elected to leave contributions in the retirement system, retirement benefits shall be calculated as follows:

The employee's salary at the time of separation from employment with the City shall be compared to the control point in existence at the time of separation for the class from which the employee is retiring. Retirement benefits (based on monthly salary only) shall be calculated using the same relationship the employee's salary bore to the control point at the time of separation as it would bear to the control point at the time of retirement. As an example only, if an employee's salary at the time of separation was five percent below the control point for the class, then the benefit at retirement would be based on that amount which would be five percent below the control point for that class at the time of retirement, subject to the applicable provisions of the retirement system regarding years of service, compensation earnable, and so on.

- M. After any permanent employee holding a position in Exhibit 2 has completed ten full working days of service in a higher class pursuant to one or more such assignments, the employee shall thereafter be paid at the rate of pay of the higher class while so assigned. An employee who has held permanent status in the higher class prior to such assignment shall not be required to complete the qualifying period of service set forth above and shall be paid for the entire duration of the assignment to the higher class at the rate of pay assigned to such higher class.

Except where provided herein, temporary assignment to perform the duties of absent employees shall be in accordance with Fresno Municipal Code Section 2-1650.

SECTION 3. – MONTHLY RATES OF COMPENSATION

Rates of compensation provided for by a resolution establishing or approving such compensation are fixed on the basis of dollars per month or full-time service in full-time positions unless otherwise clearly indicated.

SECTION 4. – EXEMPT JOB CLASSES

Employees in classes listed in any salary resolution or approved Memorandum of Understanding whose job codes are marked with a small “e” shall not be entitled to payment or compensatory time off for overtime as provided for in the rules and regulations of the Fair Labor Standards Act.

Employees exempt from overtime shall not be subject to deductions for Leave Without Pay in increments of less than a work day or shift. Employees with medical restrictions may be placed on a part-time basis and will receive the pro-rated salary during the time of restriction.

SECTION 5. – WAGES AND OVERTIME FOR TEMPORARY AND PART-TIME EMPLOYEES

Temporary and part-time employees shall be paid on an hourly basis for the hours actually worked, subject to the provisions of Section 4 above and/or the Fair Labor Standards Act which provides for overtime compensation for hours worked in excess of 40 per workweek. Any such employee in a class having a monthly salary rate shall be paid an hourly rate that is converted from the monthly salary for that class.

SECTION 6. – 4/10 WORK SCHEDULE FOR EMPLOYEES IN EXHIBIT 2 – 2.0

A 4/10 work schedule may be implemented in any department, division, or work unit, upon approval of the City Manager.

Each 4/10 work schedule will consist of a total of forty scheduled hours of actual work time per work week. The work week begins at 12:01 a.m. Monday and ends at Midnight on Sunday.

Employees working a 4/10 work schedule shall have the following exceptions for the holiday benefit apply:

A. Holidays:

1. Employees on a 4/10 work schedule shall receive 12 holidays of eight hours, plus their birthdays of eight hours. An employee who is off on a

holiday which is a regular work day shall receive eight hours pay for the holiday and may elect to either take two hours vacation or receive two hours leave without pay.

2. Employees on a 4/10 work schedule who are regularly scheduled to work, and do work, on a holiday which is a regular work day, shall receive eight hours of holiday leave. When a holiday falls on an employee's day off, such employee shall receive eight hours of holiday leave. If an employee in this group is required to and does work on the employee's birthday, or the employee's birthday falls on a holiday or any regular day off, eight hours shall be credited to the employee's holiday leave balance on the first pay period following the employee's birthday.

B. For employees participating in the Annual Leave Plan, the following rules shall apply:

1. Employees shall accumulate the same number of hours of annual leave per month as under a 5/8 plan. Annual leave will be granted for the actual number of hours absent.

C. For employees not participating in the Annual Leave Plan, the following rules shall apply:

1. Sick Leave: Employees shall accumulate eight hours sick leave per month, and receive sick leave pay for the actual number of hours absent.
2. Vacation: Employees on a 4/10 plan shall accumulate the same number of hours vacation per month as under a 5/8 plan. Vacation leave will be granted for the actual number of hours absent.

SECTION 7. – FLEXIBLE STAFFING

An employee holding a permanent appointment in a position in any class in a group of classes designated as flexibly staffed may be appointed to a higher class in that group, provided that the employee meets the minimum requirements and the department head recommends such appointment. Such appointments may be made without regard to the number of positions listed for that class in the Position Authorization Resolution of the current budget, provided that the number of employees assigned to all classes in the group is authorized in the Position Authorization Resolution of the budget.

SECTION 8. – ADMINISTRATIVE LEAVE

- A. Employees permanently appointed to positions in classes which are included in Exhibit 2, Section 2.0, 2.3, 2.4, 2.5 and 2.6, who are not entitled to payment for, or equivalent compensatory time off for overtime work (as described in Section 4.), shall be granted 48 hours administrative leave, per year, or as may be provided below. A balance of 48 hours shall be credited to each such employee as of the first day in July of each fiscal year. Upon their employment by the City, new employees appointed in such positions shall be credited with four hours of administrative leave for each full calendar month remaining in such appointment in the fiscal year. Employees in limited or provisional appointments to such positions shall receive four hours of administrative leave for each full month of such provisional or limited appointment.

Administrative leave not taken during the fiscal year in which it is credited shall not be added to the leave credited in the next fiscal year, but an employee may receive payment during the fiscal year for any administrative leave not taken, subject to rules established by the City Manager.

Such leave shall be scheduled at the convenience of the department. Approval by the City Manager must be obtained before an appointing authority may take such leave.

- B. An appointing authority, with the approval of the City Manager, may grant up to an additional thirty-two (32) hours administrative leave each year to exempt employees in Exhibit 2, Section 2.0, based on annual job performance.
1. The determination by the department director to grant the additional administrative leave shall be made at the time the annual performance evaluation is completed, and credited the following July 1st. Any such additional administrative leave must be used within the fiscal year in which it was credited and cannot be cashed in by employees.
 2. For FY06 only, those employees granted additional administrative leave hours based on FY05 performance evaluations, will receive an equivalent number of hours of additional administrative leave on July 1, 2005.

SECTION 9. – SICK LEAVE USAGE AND COMPENSATION

- A. Employees holding a permanent appointment in a class included in Exhibit 2, Section 2.0 who are not participating in the annual leave plan shall, upon separation from City service, be compensated for their unused sick leave balance

in the following manner: The number of hours of accumulated sick leave in excess of 1,200 shall be compensated at \$2.00 for each hour.

- B. Employees holding a permanent appointment in a class included in Exhibit 2, who are not participating in the annual leave plan shall be allowed to use up to 48 hours of accumulated sick leave per fiscal year for Family Sick Leave. The purpose of this benefit is to allow employees time to care for members of their immediate family (as defined by the Fresno Municipal Code and California Labor Code Section 233). Family Sick Leave may be used to actually care for or arrange for the care of family members who are ill and cannot care for themselves, or to take family members to routine medical or dental appointments. Employees are encouraged to schedule routine medical and/or dental appointments outside of regular work hours when possible. Use of Family Sick Leave shall be authorized and recorded by an appointing authority or designee.

SECTION 10. – ANNUAL LEAVE FOR EMPLOYEES IN EXHIBIT 2 – 2.0 AND 2.6

- A. This section applies to eligible employees hired on and after July 1, 2000, and those hired prior to July 1, 2000, who elected to participate in Annual Leave. Eligible employees who elected not to participate in Annual Leave shall continue to accrue Sick Leave, as provided in Fresno Municipal Code Section 2-1508, and Vacation Leave, as provided in Section 21, Subsection B of this Salary Resolution.
- B. For employees on a 40 hour work schedule, the annual leave plan shall be as follows:
 - 1. Annual Leave Accrual – Vacation leave and sick leave will no longer be accumulated as provided in the FMC, but as detailed below. Except for Administrative Order 2-20 (Sick Leave Policy) and any other exceptions noted herein, all other provisions of the FMC, City administrative orders, policies, procedures, rules and regulations concerning leave administration will continue to apply. Employees holding a permanent appointment in a class included in Exhibit 2, who are participating in the annual leave plan, shall be allowed to use up to the hours of annual leave accumulated in six months for Family Sick Leave.
 - a. Less than Ten Years – For such employees who have been continuously employed by the City for less than 10 years, the annual leave accrual rate will be 15.5 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees’

Retirement System, the City will increase the annual accrual rate to the same level for Non-Represented employees.

- b. More than Ten Years – For such employees who have been continuously employed by the City for 10 years or more, the annual leave accrual rate will be 18.83 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who participate in the City of Fresno Employees' Retirement System, the City will increase the annual leave accrual rate to the same level for Non-Represented employees.
- c. Annual Leave Accumulation Limit – The accumulation of unused annual leave will not exceed 1,000 hours. No extension to the annual leave accumulation limit will be allowed.
- d. Use of Annual Leave – Annual leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations.
- e. Unused Annual Leave Pay Out – Upon separation from City service, an employee will be compensated for all unused annual leave balances at his or her applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.
- f. Transfer – An employee transferring to a position in a bargaining group which is not covered by annual leave may either cash out his or her unused annual leave balance at his or her applicable base rate of pay, or have the unused annual leave balance converted to a non-accruing annual leave balance of hours. The conversion is obtained by multiplying unused annual leave hours by the applicable class' base rate of pay (converted to an hourly figure), dividing the product by the transfer class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee.

Upon separation from City service, the employee will be compensated for all unused annual leave hours at his or her current applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.

Conversion example:

$$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (base rate)}}{\$20.00 \text{ (Transfer class base rate)}} = 75 \text{ hrs placed in non-accruing annual leave balance account}$$

2. Vacation Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused vacation leave balances transferred into their annual leave account.
 3. Sick Leave Balances Unused – Employees transferring to a position covered by annual leave will have their unused sick leave balances frozen.
 - a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family) and Special Sick Leave, frozen sick leave balances may only be used by the employee for a medically verified extended illness over 24 consecutive work hours. Employees will use annual leave to cover the first 24 consecutive work hours for each medically verified extended illness situation prior to using frozen sick leave balances.
 - b. Unused Frozen Sick Leave Pay Out – Upon separation from City service, employees will be compensated for only those unused, frozen, sick leave balances in excess of 1,200 hours at \$2.00 per hour. Compensation received under this provision will not be considered pensionable for retirement purposes.
 4. Pensionability – Compensation payable under the annual leave program will not be considered pensionable for retirement purposes.
- C. For employees on a 56 hour work schedule, the annual leave plan shall be as follows:
1. Annual Leave Accrual – Vacation leave and sick leave will not longer be accumulated as provided in the FMC, but as detailed below. Except for Administrative Order 2-20 (Sick Leave Policy) and any other exceptions noted herein, all other provisions of the FMC, City administrative orders, policies, procedures, rules and regulations concerning leave administration will continue to apply.
 - a. Less than Ten Years – For such employees who have been continuously employed by the City for less than 10 years, the

annual leave accrual rate will be 23.25 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who are on a 56-hour work schedule and participate in the City of Fresno Fire and Police Retirement System, the City will increase the annual leave accrual rate to the same level for employees on a 56-hour work schedule.

- b. More than Ten Years – For such employees who have been continuously employed by the City for 10 years or more, the annual leave accrual rate will be 28.25 hours for each completed calendar month of employment. In the event the City agrees to a higher annual leave accrual rate for members of recognized labor organizations who are on a 56-hour work schedule and participate in the City of Fresno Fire and Police Retirement System, the City will increase the annual leave accrual rate to the same level for employees on a 56-hour work schedule.
- c. Annual Leave Accumulation Limit – The accumulation of unused annual leave will not exceed 1,200 hours. No extension to the annual leave accumulation limit will be allowed.
- d. Use of Annual Leave – Annual leave requests will be administered in accordance with existing FMC provisions, City administrative orders, policies, procedures, rules and regulations.
- e. Unused Annual Leave Pay Out – Upon separation from City service, an employee will be compensated for all unused annual leave balances at his or her applicable 56-hour base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.
- f. Transfer – An employee transferring to a position in a bargaining group which is not covered by annual leave may either cash out his or her unused annual leave balance at his or her applicable 56-hour base rate of pay, or have the unused annual leave balance converted to a non-accruing annual leave balance of hours. The conversion is obtained by multiplying unused annual leave hours by the applicable class' 56-hour base rate of pay (converted to an hourly figure), dividing the product by the transfer class' base rate of pay (converted to an hourly figure), and placing the resulting balance for leave usage as requested and designated by the employee. Upon separation from City service, the employee will

be compensated for all unused annual leave hours at his or her applicable base rate of pay. Compensation received under this provision will not be considered pensionable for retirement purposes.

Conversion example:

$\frac{100 \text{ unused hrs} \times \$15.00 \text{ (56-hour base rate)}}{\$20.00 \text{ (Transfer class base rate)}}$	=	75 hrs placed in non-accruing annual leave balance account
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2. Vacation Leave Balances Unused – All employees transferring to classes with annual leave on a 56-hour work schedule who are employed in permanent positions, will have their unused vacation leave balances transferred into their annual leave account.
3. Sick Leave Balances Unused – All employees transferring to classes with annual leave on a 56-hour work schedule, who are employed in permanent positions, will have their unused sick leave balances frozen.
 - a. Use of Frozen Sick Leave – Except for usage permitted by California Labor Code Section 233 (Sick Leave; Use to Attend to Illness in Family) and Special Sick Leave, frozen sick leave balances may only be used by the employee for a medically verified extended illness over 40 consecutive work hours for each medically verified extended illness situation prior to using frozen sick leave balances.
 - b. Unused Frozen Sick Leave Pay Out – Upon separation from City service, employees will be compensated for only those unused, frozen, sick leave balances in excess of 2,000 hours at \$2.00 per hour. Compensation received under this provision will not be considered pensionable for retirement purposes.
4. Pensionability – Compensation payable under the annual leave program will not be considered pensionable for retirement purposes.

SECTION 11. – HOLIDAYS FOR EMPLOYEES IN EXHIBIT 2

- A. The Police Chief shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.

- B. Except for the employee in the class for whom holiday accumulation is provided in Subsection A, all employees in classes or positions listed in Exhibit 2, Section 2.0, of this Salary Resolution shall be entitled to the holidays listed in Fresno Municipal Code Section 2-1513 except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year. Employees may request payment and be compensated for up to 48 hours or 25 percent of their holiday leave balance, whichever is greater, each fiscal year, and for any balances upon separation from City service.
- C. Any employee in Exhibit 2, Section 2.0, of this Salary Resolution who is exempt from the payment of overtime and who is otherwise eligible to receive such accumulation, who is required to work a regularly scheduled shift on a holiday shall have eight hours added to his or her holiday balance on the first day of the pay period following the date of such work. When a holiday falls on Saturday (or is celebrated on the employee's day off if the employee does not work a Monday through Friday schedule), such employee shall receive eight hours holiday leave. If such employee is required to and does work on his or her birthday, or his or her birthday falls on a holiday or any regular day off, eight hours shall be credited to the employee's holiday leave balance on the first day of the pay period following his or her birthday. Holiday leave accumulation pursuant to this provision shall be in lieu of vacation accumulation previously provided for.

SECTION 12. – SUPPLEMENTAL SICK LEAVE FOR EMPLOYEES IN EXHIBIT 2 – 2.0

Each July 1, Non-Represented management employees in positions/classification set forth in Exhibit 2-2.0 will receive 40 hours of supplemental sick leave. Upon their employment by the City, new employees appointed to such positions shall be credited with a pro-rated number of hours for each full calendar month remaining on such appointment in the fiscal year. Employees in a Non-Represented management status may utilize the hours: (1) once regular sick or annual leave has been exhausted; (2) as service credit on an hour-per-hour basis upon retirement; (3) to be cashed out at retirement or separation from permanent status with the City; or (4) may be used in the performance of community activities during the course of the employee's normal work day, with the appropriate approval.

SECTION 13. – RATES OF COMPENSATION

The various classes of employment in the City service listed in the following designated exhibits (each of which is hereby incorporated herein, and made part hereof, as if fully set forth herein) shall be compensated at the rates set forth therein opposite each class title:

- EXHIBIT 1 - Non-Supervisory Blue Collar
- EXHIBIT 2 - Management and Confidential Classes
 - Section 2.0 – Non-Represented
 - Section 2.1 – Police Management
 - Section 2.2 – Fire Management
 - Section 2.3 – Management Confidential
 - Section 2.4 – Management Non-Confidential
 - Section 2.5 – Non-Management Confidential
 - Section 2.6 – Airport Public Safety Supervisors
- EXHIBIT 3 - Non-Supervisory White Collar
- EXHIBIT 4 - Police Non-Management
- EXHIBIT 5 - Fire Non-Management
- EXHIBIT 6 - Transit
- EXHIBIT 7 - Non-Represented
- EXHIBIT 8 - Non-Supervisory Airport Public Safety
- EXHIBIT 9 - Non-Supervisory Groups and Crafts

SECTION 14. – STIPENDS FOR BOARD AND COMMISSION MEMBERS

Members of the Civil Service Board (156015) shall be paid \$25.00 per Board meeting.

Members of the Housing and Community Development Commission (156005), and Human Relations Commission (156025), shall be paid \$25.00 per Commission meeting, not to exceed 24 meetings per fiscal year.

Members of the Planning Commission (156001) shall be paid \$50.00 per Commission meeting, not to exceed 24 meetings per fiscal year.

Members of the Retirement Boards who are non-City employees (156030) shall be paid \$100 per Board meeting, not to exceed \$300 per month.

Members of the above boards and commissions will be paid only for meetings actually attended.

SECTION 15. – DEGREE AND CERTIFICATE PAY

The following rules prescribe the payment of additional pay because of the acquisition of a degree, certificate, or similar qualification.

- A. Each employee who holds a permanent appointment to a position in the classes of Principal Internal Auditor or Internal Auditor who has been licensed as a Certified Public Accountant by the State of California or as a Certified Internal Auditor by

the Institute of Internal Auditors, shall be paid an additional five percent of base pay.

SECTION 16. – ASSIGNMENT PAY

The following rules prescribe payment of additional pay for assignment to and performance of certain duties. The pay shall be prorated for time so assigned and worked.

An employee who has been assigned by the employee's appointing authority to provide technical support on microcomputer, minicomputer, and/or local area network systems (excluding word processing systems) within the department shall receive premium pay, as provided below, for such assignment, provided that all of the following conditions are met:

1. The appointing authority certifies in writing that these duties and responsibilities cannot be appropriately assigned to any other position existing within the department, or the Information Services Department;
2. Only one employee per department may be so designated (exceptions may be considered on a case by case basis when geographical location and/or type of system require);
3. These duties and responsibilities are not contained within the employee's permanent class specification, nor in the specification of any "acting," provision, or interim appointment;
4. The duties and responsibilities have accrued to the employee during the two or more years immediately preceding the designation;
5. The duties are necessary to maintain software, hardware and related components required by the department's automated operational systems. Word processing systems and applications software are excluded;
6. The duties must include Initial Program Load or "Boot" functions, performing or routing backups, servicing printers, daily batch and system start and stop functions. Some programming may be required;
7. The assignment shall be on-going and must constitute at least 20 percent of the employee's duties.

The premium pay for such assignment is \$250 per month prorated on a pay period by pay period basis; however, the employee's combined monthly salary, including any "acting,"

provisional, or interim pay, plus premium pay shall not exceed Step E of the salary range for Network Systems Specialist.

SECTION 17. – SHIFT DIFFERENTIAL PAY

Unless modified by applicable MOU, each employee not represented by a recognized employee organization who is required to work a night shift where at least four or more hours worked occur after 5:00 p.m. and before 8:00 a.m., shall be paid an additional \$1.00 per hour for each shift so worked.

SECTION 18. – SPLIT SHIFT PAY

Each employee who holds a permanent appointment to a position in a class listed in an exhibit attached to this resolution, except any member of a class marked with a small “e”, a Bus Driver, or a uniformed member of the Fire or Police Department, who is required to work a split shift in excess of nine hours, shall be paid \$1.00 per hour for each shift so worked.

SECTION 19. – BENEFITS FOR FULL TIME PERMANENT EMPLOYEES OCCUPYING CLASSES IN EXHIBIT 2, SECTION 2.0 – NON-REPRESENTED CLASSES AND 2.6 AIRPORT PUBLIC SAFETY SUPERVISORS

- A. Effective July 1, 2005, for the FY06 contributions required for Fresno City Employees Health and Welfare Trust coverage, the City will pay \$500 per month, plus fifty percent (50%) of the amount of the premium in excess of \$628 (e.g., the premium set by the Trust for FY06 is \$711, and the City’s contribution will be \$541.50 per month per employee), and the employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.
- B. Effective January 1, 2006, the City’s contribution will be increased to eighty percent (80%) of the premium established by the Fresno City Employees Health and Welfare Trust Board, and the employee may opt to contribute the amount necessary to make up the difference through payroll deductions, or accept a reduced coverage option.
- C. Benefits, including City contributions to deferred compensation, vehicle allowance, relocation expenses and other such negotiated items, shall not be calculated as part of the base salary or salary ranges.

SECTION 20. – BENEFITS FOR PERMANENT EMPLOYEES IN EXHIBIT 7 AND PERMANENT PART-TIME AND PERMANENT INTERMITTENT EMPLOYEES

A. Benefits for the Police Cadet series shall be as follows:

1. Police Cadet is a training series and is designed to ultimately lead to appointment to a permanent position in the Police Department. Failure to successfully complete the on-going training program will be cause for termination. While in the series, incumbents will not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).

Upon appointment to a permanent position, time serviced as a Police Cadet I and II shall not be included in calculating an employee's period of continuous service for the purposes of seniority, retirement benefits, leave accruals, or other benefits.

2. The City shall contribute a sum equivalent to that provided to Management and Confidential employees to the Fresno City Employees Health and Welfare Trust for the purpose of purchasing benefits.
3. Workers' Compensation Benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
4. Police Cadets shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System as they are employed principally for the purpose of training.
5. Police Cadets shall accumulate four hours sick leave for each completed calendar month of employment.
6. Police Cadets shall accumulate six and two-thirds hours vacation leave for each completed calendar month of employment.
7. Police Cadets shall be entitled to the holidays listed in Fresno Municipal Code Section 2-1513 except that, in lieu of February 12 (Lincoln's Birthday) and September 9 (Admissions Day), such employees shall accrue eight hours holiday leave on January 1 and eight hours holiday leave on July 1 of each calendar year.

8. Actual hours worked in excess of 40 hours a week shall be compensated as overtime. Overtime shall be at one and one-half times the base rate of pay.
 9. Police Cadets shall be provided with a uniform allowance equivalent to that provided to Community Services Officers as outlined in the Fresno City Employees Association MOU.
- B. Benefits for Permanent Intermittent (PI) and Permanent Part-Time (PPT) employees shall be as follows:
1. Health and Welfare
 - a. Permanent Intermittent employees – the City shall contribute \$1.00 per hour of non-overtime pay to the Fresno City Employees Health and Welfare Trust on the condition that the employee contribute to the Health and Welfare Trust the difference between the City contribution to the Trust and the premium amount required by the Trust for the level of benefits provided. If the employee does not agree to make such contribution, then the City shall make no contribution for Health and Welfare. Election to pay such difference shall be made within 30 days of appointment.
 - b. Permanent Part-Time employees – the City shall contribute toward the premium required by the Fresno City Employees Health and Welfare Trust, an amount of money on behalf of the employee in proportion to the number of hours scheduled for that position, as reflected in the adopted budget. The City shall make such contribution only on the condition that the employee agrees to contribute to the Fresno City Employees Health and Welfare Trust the difference between such City contribution and the amount required by the Trust for the level of benefits provided. If the employee does not so agree, then the City shall make no contribution for Health and Welfare for such employee. Election to pay such difference shall be made within 30 days of appointment.
 - c. An employee who declines to participate in the health plan at employment may elect to participate each year thereafter. Participation at any time shall be done by deduction from the employee's paycheck.

2. PI employees shall be provided with Social Security benefits and shall not be members of the Fresno City Employees' Retirement System. Until the Retirement Board acts upon the joint recommendation regarding retirement benefits applicable to PPT employees, and any ordinances or resolutions are adopted implementing that action, PPT employees shall not be in the City retirement system and shall be provided with Social Security benefits.
3. Workers' Compensation Benefits for PI and PPT employees shall be those amounts established by the Workers' Compensation regulations of California State Law.
4. PI and PPT employees shall be paid for jury duty attendance and court attendance in accordance with Fresno Municipal Code Sections 2-1511 and 2-1512.
5. Holidays
 - a. PI employees shall accumulate holiday leave at the rate of eight and two-thirds hours for each 173 hours of non-overtime work.
 - b. PPT employees shall receive paid leave for holidays in proportion to the number of non-overtime hours scheduled for that position, as reflected in the adopted budget.

C. Benefits for the Chief Police Pilot class shall be as follows:

1. The City shall contribute a sum equivalent to that provided to Exhibit 2.0 Non-Represented employees to the Fresno City Employees Health and Welfare Trust for the purpose of purchasing benefits.
2. The Chief Police Pilot shall be a member of the Fresno City Employees' Retirement System.
3. Workers' Compensation benefits shall be those amounts established by the Workers' Compensation regulations of California State Law.
4. The Chief Police Pilot shall accumulate four hours sick leave for each completed calendar month of employment.
5. The Chief Police Pilot shall accumulate eight hours vacation leave for each completed calendar month of employment.

6. The Chief Police Pilot shall accumulate 1.0833 days of holiday leave for each completed calendar month of employment.

SECTION 21. – LEAVE BALANCES

- A. An employee in a class in Exhibit 2 who is not participating in the annual leave plan who is either demoted or transferred to a non-management class as a result of a reduction-in-force, pursuant to the provisions of Fresno Municipal Code Section 2-1671, may use any hours in the employee's Vacation Leave balance that exceed the maximum allowable within one year following the effective date of the bump or transfer, or request a payoff for those hours above the applicable maximum. The employee must either use, or request a pay off, prior to June 30 of the fiscal year in which the hours were credited, of any remaining Administrative Leave balance.

Requests for payoff of excess Vacation Leave hours and/or Administrative Leave must be submitted prior to the effective date of the bump or transfer.

- B. Eligible employees in classes listed in Exhibit 2, Section 2.0 who are not participating in the annual leave plan, shall accumulate vacation leave as provided in Fresno Municipal Code Section 2-1510, except that subsection (h) shall not apply. Said employees who have been continuously employed less than ten years shall be allowed to accumulate unused vacation leave credit for four hundred (400) hours. Said employees who have been continuously employed for ten years or more shall be allowed to accumulate unused vacation leave credit of five hundred (500) hours. All other provisions of Fresno Municipal Code Section 2-1510 shall apply.

SECTION 22. – VOLUNTARY TIME-OFF

Voluntary Time-Off is a program by which an employee can voluntarily and temporarily reduce the number of hours worked on a daily, weekly, pay period, or monthly basis. Hours not worked are on a non-paid status. The program is intended to reduce City expenses by allowing employees to take unpaid leave time without being replaced. This program is not intended to increase City costs by offering an advantage to any employee at the City's expense. Participation in the program is subject to the following guidelines:

- A. Participation in this program is not available to the following: Police Department; sworn personnel in the Fire Department; Bus Drivers; and in work units which rely extensively on the use of wages/contract employees to meet on-going operational requirements, as opposed to special or short-term projects.
- B. Participation in the program is voluntary on the part of the employee.

- C. The employee must submit a written request to participate in the program to the appointing authority. This request must specify the number of hours per day/week/pay period/month that are proposed to be taken as voluntary time off without pay, as well as the date participation in the program is to begin. The request must also identify the impact upon service delivery that is expected, should the time-off be granted.
- D. The appointing authority, after reviewing the proposed reduced work schedule, may either approve, disapprove, or decrease the number of hours proposed to be taken off depending upon the operating needs of the department. If an appointing authority reduces the number of hours proposed to be taken off, the employee may withdraw the request to participate in the program. The department cannot fill behind an employee working a reduced work week with overtime, temporary help, acting pay (Municipal Code Section 2-1650), or contract extra help, except in emergency situations with City Manager approval.
- E. Voluntary time-off without pay cannot exceed the equivalent of two days per week.
- F. Credits toward Health and Welfare and retirement and leave accruals to which the employee is entitled, shall continue as though the employee were on fully paid status. The employee will contribute to the Retirement System as if the employee were working full-time.
- G. This voluntary time-off without pay program shall:
 - 1. Be available to employees who are otherwise available for the normal performance of their duties;
 - 2. Be available only to employees in permanent full-time positions with permanent status in the assigned class or department;
 - 3. Apply toward time in service for step advancement and toward seniority for purposes of layoff;
 - 4. Be granted without requiring an employee to first use accumulated vacation, compensatory-time-off, or other paid leave time;
 - 5. Not be available to an employee who is otherwise on leave without pay status;

6. Not be available to an employee who is on paid leave which is being exhausted prior to commencing other leave without pay;
 7. Be taken on a scheduled basis that is mutually agreed upon by the appointing authority and the employee;
 8. Not be available to any employee who has been counseled under the City Sick Leave Policy and who is currently required to submit a physician's verification.
- H. An employee participating in this program, who is otherwise eligible for overtime, shall be paid at the rate of one and one-half times the employee's regular hourly rate for actual work performed in excess of 40 hours per work week. Work performed in excess of eight hours in a day or on a scheduled day off will be paid at the straight time rate of pay. An employee not eligible for overtime, who is required to work when otherwise scheduled for voluntary time-off, shall be compensated for actual hours worked at the normal rate of pay.
- I. At the completion of six months, the department and the City Manager's Office will review the impact that the voluntary time-off program has had on department operations and the City's financial situation. The City, in its sole discretion, can discontinue or decrease an employee's amount of voluntary time-off, at any time, because of operating needs, or because the City's financial situation no longer requires the program.
- J. The employee may submit a written request to the appointing authority to withdraw from the program at the completion of the initial six months, and at each three month interval thereafter. The request must indicate that the employee is ready and available to return to work full-time effective immediately. Any other request to withdraw from the program must be based upon a financial hardship not created by the program. Withdrawal from the program requires appointing authority approval. In a case where a financial hardship withdrawal is not approved by the appointing authority, the employee may request a review by a committee of three individuals selected as follows: one department appointed representative; one employee appointed representative; and one representative mutually agreed upon by the first two representatives. The findings and recommendation of this committee shall be forwarded to the City Manager. The decision of the City Manager shall be final.
- K. This program is TEMPORARY, and in response to the City's current financial situation. It is not equivalent to job sharing or to PI or PPT positions.

- L. This program will only be in effect for FY06, unless otherwise extended at the sole discretion of the City.

SECTION 23. – UNUSUAL CIRCUMSTANCES

In any case where, by reason of unusual circumstances, rigid adherence to the foregoing rules would cause a manifest injustice, the City Manager, on recommendation of the appropriate appointing authority and the Director of Personnel Services, may make such order deviating therefrom, as is in the City Manager's judgment, proper to mitigate the injustice.

SECTION 24. – SALARIES FOR EMPLOYEES IN EXHIBIT 2 – 2.0 AND 2.6 WHILE ABSENT DUE TO INJURY IN THE LINE OF DUTY

Notwithstanding the provisions of FMC Section 2-1515, an employee in the unrepresented management group who sustains an injury or illness in the course and scope of City employment shall receive 76 percent of full wages and salary from the City, beginning on the fourth calendar day of such absence and continuing thereafter, unless hospitalized on the first day for at least 24 hours or unless the absence exceeds 14 calendar days, in which case the employee shall receive the 76 percent from the first day. At the employee's option, in the event that pay from the City is not provided during the first three days of absence due to injury, the employee may take frozen sick leave for that period. Except as modified herein, the provisions of FMC Section 2-1515 shall apply.

SECTION 25. – CONFLICTING RESOLUTIONS

Resolution No. 2004-213, all amendments thereto, and all other resolutions or parts of resolutions in conflict with this resolution except as such resolutions or parts thereof approve a Memorandum of Understanding, are hereby repealed.

SECTION 26. – EFFECTIVE DATE

This resolution shall become effective and in full force and effect on July 1, 2005.

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Maintenance Leadworker	310010	6	2895	3040	3193	3353	3519
Airports Building Maintenance Technician	310011	12	2734	2871	3016	3167	3325
Airports Operations Specialist	310012	6	2625	2758	2895	3040	3193
Automotive Painter	710090	6	3289	3453	3627	3808	3999
Automotive Parts Leadworker	145006	6	2834	2977	3127	3283	3448
Automotive Parts Specialist	145005	6	2571	2699	2834	2977	3127
Body & Fender Repairer	320036	6	3289	3453	3627	3808	3999
Body & Fender Repairer Leadworker	320037	6	3627	3808	3999	4199	4410
Body & Fender Repairer Trainee	320035	6	2703	2840	2983	3132	3289
Brake & Front End Specialist	710085	6	3627	3808	3999	4199	4410
Bus Air Conditioning Mechanic	320031	6	3289	3453	3627	3808	3999
Bus Air Conditioning Mechanic Leadworker	320032	6	3627	3808	3999	4199	4410
Bus Air Conditioning Mechanic Trainee	320030	6	2703	2840	2983	3132	3289
Bus Equipment Attendant Leadworker	320040	6	2596	2727	2865	3007	3158
Bus Mechanic I	320020	6	2703	2840	2983	3132	3289
Bus Mechanic II	320021	6	3289	3453	3627	3808	3999
Bus Mechanic Leadworker	320022	6	3627	3808	3999	4199	4410
Combination Welder II	710065	6	3289	3453	3627	3808	3999
Combination Welder Leadworker	710066	6	3627	3808	3999	4199	4410
Communications Technician I	710050 ⁴	12	3271	3436	3606	3787	3976
Communications Technician II	710051 ⁴	12	3606	3787	3976	4176	4385
Convention Center Worker I	820015	12	2096	2200	2311	2427	2547
Convention Center Worker II	820016	6	2734	2871	3016	3167	3325
Convention Center Leadworker	820017	6	3016	3167	3325	3491	3666
Cross Connection Control Technician	610040	6	3042	3195	3355	3524	3701
Custodian	810001	12	2020	2113	2217	2316	2423
Electronic Equipment Installer	710060	6	2632	2764	2902	3047	3201

*07/01/05 Second Council Amendment
Supersedes Original*

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Equipment Service Worker I	710075	12	2096	2200	2311	2427	2547
Equipment Service Worker II	710076	6	2451	2575	2703	2840	2983
Fire Equipment Mechanic I	420010	6	2703	2840	2983	3132	3289
Fire Equipment Mechanic II	420011	6	3289	3453	3627	3808	3999
Fire Equipment Mechanic Leadworker	420012	6	3627	3808	3999	4199	4410
Heavy Equipment Mechanic I	710100 ²	—	2703	2840	2983	3132	3289
Heavy Equipment Mechanic II	710101	6	3289	3453	3627	3808	3999
Heavy Equipment Mechanic Leadworker	710102	6	3627	3808	3999	4199	4410
Heavy Equipment Operator	710025	6	3193	3353	3522	3698	3883
Helicopter Mechanic	410040	12	3289	3453	3627	3808	3999
Helicopter Mechanic Leadworker	410041	12	3627	3808	3999	4199	4410
Instrumentation Specialist	620025	6	3628	3809	4000	4201	4411
Instrumentation Technician	620026	12	3212	3373	3543	3720	3906
Irrigation Specialist	510005	6	2830	2971	3121	3277	3441
Laborer	710005	12	2126	2225	2327	2433	2547
Light Equipment Mechanic I	710095 ²	—	2703	2840	2983	3132	3289
Light Equipment Mechanic II	710096	6	3289	3453	3627	3808	3999
Light Equipment Mechanic Leadworker	710097	6	3627	3808	3999	4199	4410
Light Equipment Operator	710020	6	2895	3040	3193	3353	3522
Locksmith	810015	6	2734	2871	3016	3167	3325
Maintenance & Construction Worker	710015	6	2625	2758	2895	3040	3193
Maintenance & Service Worker	710001	6	1945	2043	2146	2254	2367
Maintenance Carpenter I	810020	6	3008	3159	3318	3484	3659
Maintenance Carpenter II	810021	6	3318	3484	3659	3843	4036
Mini Bus Operator	320010	6	2139	2247	2359	2476	2600
Park Equipment Mechanic II	710110	6	2983	3132	3289	3453	3627
Park Equipment Mechanic Leadworker	710111	6	3289	3453	3627	3808	3999

*07/01/05 Second Council Amendment
Supersedes Original*

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Parking Meter Attendant I	710125 ⁴	12	2177	2286	2401	2520	2647
Parking Meter Attendant II	710126 ⁴	12	2401	2520	2647	2780	2919
Parking Meter Attendant III	710127	6	2647	2780	2919	3065	3219
Parks Maintenance Worker I	510001	12	2215	2326	2442	2566	2694
Parks Maintenance Worker II	510002	6	2566	2694	2830	2971	3121
Parks Maintenance Leadworker	510003	6	2830	2971	3121	3277	3441
Power Generation Operator/Mechanic	620055	6	3295	3459	3633	3814	4007
Property Maintenance Worker I	810005 ⁴	12	2478	2605	2734	2871	3016
Property Maintenance Worker II	810006 ⁴	12	2734	2871	3016	3167	3325
Property Maintenance Leadworker	810007	6	3016	3167	3325	3491	3666
Roofer	810010	6	2734	2871	3016	3167	3325
Senior Communications Technician	710052	6	3976	4176	4385	4605	4837
Senior Custodian	810002	6	2125	2232	2344	2464	2586
Senior Heavy Equipment Operator	710026	6	4049	4252	4465	4688	4924
Senior Stage Technician	820021	6	3016	3167	3325	3491	3666
Senior Waste Container Maintenance Worker	640012	6	2948	3096	3251	3413	3586
Senior Wastewater Treatment Plant Operator	620043	6	3696	3881	4075	4280	4494
Senior Water Treatment Operator	610035	6	3036	3189	3348	3516	3693
Senior Zoo Keeper	530002	6	2598	2729	2867	3009	3161
Sewer Worker II	630001	6	2504	2629	2761	2898	3043
Sewer Leadworker	630002	6	2761	2898	3043	3196	3357
Solid Waste Safety & Training Specialist	640005	6	3000	3150	3309	3476	3650
Stage Technician	820020	6	2734	2871	3016	3167	3325
Street Maintenance Leadworker	710040	6	2895	3040	3193	3353	3522
Street Sweeper Lead Operator	710036	6	3011	3162	3321	3486	3661
Street Sweeper Operator II	710035	6	2730	2868	3011	3162	3321
Tire Maintenance & Repair Technician	710081	6	2652	2785	2925	3072	3226
Tire Maintenance Worker	710080	6	2429	2549	2679	2813	2954

*07/01/05 Second Council Amendment
Supersedes Original*

EXHIBIT 1
Unit 1 – Non-Supervisory Blue Collar (Local 39)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Traffic Maintenance Leadworker	710046	6	2917	3063	3217	3378	3548
Traffic Maintenance Worker I	710044	12	2404	2525	2651	2784	2925
Traffic Maintenance Worker II	710045	6	2645	2777	2917	3063	3217
Tree Trimmer Leadworker	510010	6	3040	3193	3353	3522	3698
Upholsterer	710070	6	2353	2470	2593	2724	2861
Utility Leadworker	710010	6	2630	2750	2883	3016	3158
Waste Collector II	640020	6	2350	2467	2589	2721	2856
Waste Collector Leadworker	640021	6	2721	2856	3000	3150	3309
Waste Container Maintenance Assistant	640010	6	2312	2428	2548	2677	2812
Waste Container Maintenance Worker	640011	6	2721	2856	3000	3150	3309
Wastewater Distributor	620050	6	2337	2457	2579	2709	2844
Wastewater Lead Distributor	620051	6	2783	2922	3069	3222	3384
Wastewater Treatment Plant Lead Mechanic	620062	6	3295	3459	3633	3814	4007
Wastewater Treatment Plant Mechanic I	620060	6	2441	2553	2669	2797	2931
Wastewater Treatment Plant Mechanic II	620061	6	3074	3228	3389	3558	3737
Wastewater Treatment Plant Operator I	620041	6	2690	2825	2967	3115	3271
Wastewater Treatment Plant Operator II	620042	6	3108	3264	3429	3599	3780
Wastewater Treatment Plant Operator-In-Training	620040 ¹	—	2337	2457	2579	2709	2844
Water System Operator I	610025	6	2630	2762	2899	3044	3198
Water System Operator II	610026	6	3036	3189	3348	3516	3693
Water System Operator III	610027	12	3971	4171	4380	4600	4829
Zoo Keeper	530001	6	2359	2476	2601	2731	2869

*07/01/05 Second Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Manager	310004e	—	E3		2500	-	7777	
Assistant City Attorney	160008e	—	E2		4400	-	11,110	
Assistant City Manager	150135e	—	E1		5500	-	11,770	
Assistant Controller	135020e	—	E2		4400	-	11,110	
Assistant Director of Administrative Services	150040e		E2		4400	-	11,110	
Assistant Director of Parks, Recreation & Community Services	520030e	—	E2		4400	-	11,110	
Assistant Director of Personnel Services	150043e	—	E2		4400	-	11,110	
Assistant Director of Public Utilities	620100e	—	E2		4400	-	11,110	
Assistant Director of Public Works	210089e	—	E2		4400	-	11,110	
Assistant Film Commissioner	820050e	—	E3		2500	-	7777	
Assistant Ombudsperson	150115e	—			1700	-	3400	
Assistant Police Chief	415010e	—	E2		4400	-	11,110	
Assistant Retirement Administrator	135040e	—	E3		2500	-	7777	
Assistant Treasurer	135017e	—	E2		4400	-	11,110	
Benefits Coordinator	150048e	12		3576	3755	3943	4140	4347
Budget Analyst	135006e	12			2600	-	4700	
Budget Manager	135008e	—	E2		4400	-	11,110	
Chief Assistant City Attorney	160015e ⁶	—	E1		5000	-	11,655	
Chief Information Officer	125067e	—	E1		5500	-	11,770	
Chief of Staff to the Mayor	150123e	—	E3		2500	-	7777	
City Administrative Hearing Officer	150110e	—	E1		5500	-	11,770	
City Attorney	160009e	—		124,488 - 180,000				
City Clerk	150125e	—			5000	-	10,700	
City Engineer	210080e	—	E1		5500	-	11,770	
City Manager	150130e	—		124,488 - 180,000				
Community Coordinator	150075e	—	E3		2500	-	7777	
Controller	135021e	—	E1		5500	-	11,770	

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Convention Center Director	820035e	–	E1		5500	-	11,770	
Council Assistant	150085e	–			2500	-	7777	
Deputy City Attorney I	160005e	–			2600	-	4700	
Deputy City Attorney II	160006e	–	E3		2500	-	7777	
Deputy City Attorney III	160007e	–	E3		2500	-	7777	
Deputy City Manager	150140e	–	E3		2500	-	7777	
Deputy Development Director- Inspection	230035e	–	E2		4400	-	11,110	
Deputy Development Director- Planning	220015e	–	E2		4400	-	11,110	
Deputy Mayor	150200e	–	E3		2500	-	7777	
Director of Administrative Services	150041e		E1		5500	-	11,770	
Director of Aviation	310045e	–	E1		5500	-	11,770	
Director of Development	220020e	–	E1		5500	-	11,770	
Director of General Services	150150e	–	E1		5500	-	11,770	
Director of Housing & Neighborhood Revitalization	230070e	–	E1		5500	-	11,770	
Director of Personnel Services	150042e	–	E1		5500	-	11,770	
Director of Public Utilities	620101e	–	E1		5500	-	11,770	
Director of Transportation	310040e	–	E1		5500	-	11,770	
Economic Development Coordinator	150090e	–	E3		2500	-	7777	
Economic Development Director	150099e	–	E1		5500	-	11,770	
Economic Development Manager	150100e	–	E1		5500	-	11,770	
Education Liaison	150210e	–	E3		2500	-	7777	
Executive Analyst to the Council	150120e	–	E3		2500	-	7777	
Executive Assistant to Department Director	115003e	12			2600	-	4700	
Executive Assistant to the City Manager	115001e	12			2600	-	4700	
Film Commissioner	820051e	–	E3		2500	-	7777	
Fire Chief	425007e	–	E1		5500	-	11,770	
Human Resources Manager	150025e	–	E3		2500	-	7777	

EXHIBIT 2
Section 2.0 – Non-Represented Classes

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Internal Auditor	135010e	12			2600	-	4935	
Labor Relations Manager	150030e	–	E3		2500	-	7777	
Labor Relations Secretary	115010e	12			2600	-	4700	
Labor Relations Specialist	150031e	–			2600	-	4700	
Ombudsperson	150116e	–	E3		2500	-	7777	
Organization Development & Training Manager	150144e	–	E3		2500	-	7777	
Parks, Recreation & Community Services Director	520035e	–	E1		5500	-	11,770	
Police Chief	415008e ⁸	–	E1		5000	-	12,827	
Principal Budget Analyst	135009e	–	E3		2500	-	7777	
Principal Internal Auditor	135011e	–	E3		2500	-	7777	
Public Affairs Officer	150118e	–	E3		2500	-	7777	
Public Works Director	210085e	–	E1		5500	-	11,770	
Redevelopment Administrator	150080e	–	E2		4400	-	11,110	
Retirement Administrator	135030e	–	E2		4400	-	11,110	
Risk/Safety Manager	150035e	–	E3		2500	-	7777	
Senior Budget Analyst	135007e	–	E3		2500	-	7777	
Senior Deputy City Attorney	160013e	–	E2		4400	-	11,110	
Senior Human Resources/Risk Analyst	150017e	–	E3		2500	-	7777	
Transit General Manager	320065e	–	E2		4400	-	11,110	
Zoo Manager	530030e	–	E2		4400	-	11,110	

*09/13/05 Technical Correction
Supersedes Original*

EXHIBIT 2
Section 2.1 – Police Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Deputy Police Chief	415007e	--	E2		4000	-	10,439		
Police Captain	415006e	12		7541	7918	8316	8731	9169	9469
Police Lieutenant	415005e	12		6549	6877	7222	7583	7962	8221

*08/01/05 Fifteenth Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.2 – Fire Management

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E	F
Fire Battalion Chief	425005e	12		6855	7198	7557	7934	8330	8747
Fire Deputy Chief	425006e	--	E2		5600	-	10,600		

1/01/06 Eleventh Council Amendment
Supersedes 11/15/05 Eleventh Council Amendment

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Administrative Manager	220025e	–	E3		2500	-	7777	
Airports Development Manager	310022e	–	E3		2500	-	7777	
Airports Marketing & Public Relations Coordinator	310150e		E3		2500	-	7777	
Airports Operations Manager	310020e	–	E3		2500	-	7777	
Airports Planning Manager	310019e	–	E3		2500	-	7777	
Airports Properties Manager	310021e	–	E3		2500	-	7777	
Assistant City Clerk	115030e	–	E3		2500	-	7777	
Building & Safety Services Manager	230031e	–	E3		2500	-	7777	
Chandler Airport Superintendent	310030e	–	E3		2500	-	7777	
City Construction Engineer	210060e	–	E3		2500	-	7777	
City Design Engineer	210065e	–	E3		2500	-	7777	
City Traffic Engineer	210076e	–	E3		2500	-	7777	
Communications Manager	125060e	–	E3		2500	-	7777	
Community Sanitation Manager	720040e	–	E3		2500	-	7777	
Convention Center Manager	820040e	–	E3		2500	-	7777	
Deputy Recreation Manager	520020e	–	E3		2500	-	7777	
Economic Development Analyst	150095e	–	E3		2500	-	7777	
Emergency Services Communications Manager	410005e	–	E3		2500	-	7777	
Facilities Manager	810040e	–	E3		2500	-	7777	
Fleet Manager	720032e	–	E3		2500	-	7777	
Grant Writer	150105e	–	E3		2500	-	7777	
Housing & Neighborhood Revitalization Manager	230065e	–	E3		2500	-	7777	
Information Services Manager	125055e	–	E3		2500	-	7777	
Law Office Manager	115020e	–	E3		2500	-	7777	
Management Analyst III	150022e	–	E3		2500	-	7777	
Parks Manager	510035e	–	E3		2500	-	7777	
Planning Manager	220010e	–	E3		2500	-	7777	
Police Technical Services Manager	410045e	–	E3		2500	-	7777	
Public Works Manager	210095e	–	E3		2500	-	7777	

*07/01/05 First Council Amendment
Supersedes Original*

EXHIBIT 2
Section 2.3 – Management Confidential Classes (CFMEA)

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Purchasing Manager	140005e	–	E3		2500	-	7777	
Records Manager	115046e	–	E3		2500	-	7777	
Recreation Manager	520025e	–	E3		2500	-	7777	
Retirement Benefits Manager	135045e	–	E3		2500	-	7777	
Revenue Manager	135026e	–	E3		2500	-	7777	
Sewer Maintenance Manager	630010e	–	E3		2500	-	7777	
Solid Waste Manager	640040e	–	E3		2500	-	7777	
Street Maintenance Manager	720003e	–	E3		2500	-	7777	
Training Officer	150046e	–	E3		2500	-	7777	
Transit Maintenance Manager	320060e	–	E3		2500	-	7777	
Transit Operations Manager	320055e	–	E3		2500	-	7777	
Wastewater Manager	620095e	–	E3		2500	-	7777	
Water System Manager	610075e	–	E3		2500	-	7777	

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Acoustical Program Coordinator	310100e	12	4547	4775	5012	5265	5527
Airports Airside/Landside Superintendent	310018e	12	4696	4932	5178	5437	5709
Airports Maintenance Supervisor	310015e	12	3665	3849	4042	4246	4458
Airports Projects Supervisor	310016e	12	5275	5540	5818	6108	6415
Airports Property Supervisor	175005e	12	4597	4828	5071	5325	5591
Architect	210045e	12	4766	5004	5256	5518	5794
Assistant Chief of Wastewater Treatment Operations	620079e	12	4852	5093	5348	5616	5896
Assistant Zoo Manager	530025e	12	4517	4746	4982	5232	5493
Box Office Supervisor	820002e	12	3714	3900	4096	4302	4516
Building Services Supervisor	810030e	12	3665	3849	4042	4246	4458
Call Center Supervisor	115073e	12	3438	3611	3791	3978	4179
Central Printing Supervisor	120007e	12	3473	3648	3831	4021	4223
Chief Engineering Inspector	230078e	12	4867	5111	5367	5636	5918
Chief Engineering Technician	210009e	12	5718	6003	6305	6621	6953
Chief of Facilities Maintenance	810037e	12	5303	5569	5848	6140	6447
Chief of Solid Waste Operations	640035e	12	5071	5325	5591	5870	6165
Chief of Wastewater Environmental Services	620075e	12	5071	5325	5591	5870	6165
Chief of Wastewater Facilities Maintenance	620085e	12	5303	5569	5848	6140	6447
Chief of Wastewater Treatment Operations	620080e	12	5365	5635	5917	6212	6523
Chief of Water Operations	610070e	12	5452	5725	6014	6313	6629
Chief Surveyor	210032e	12	4940	5189	5448	5719	6006
Collection System Maintenance Supervisor	630005e	12	4234	4446	4668	4903	5149
Community Recreation Supervisor I	520015e	12	3665	3849	4042	4246	4458
Community Recreation Supervisor II	520016e	12	4031	4234	4447	4671	4903
Community Sanitation Supervisor I	720042e	12	4466	4689	4925	5171	5431
Contract Compliance Officer	150061e	12	3745	3932	4130	4337	4553
Convention Center Maintenance Supervisor	820030e	12	3848	4041	4244	4456	4681

*12/13/05 Fourteenth Council Amendment
Supersedes First Council Amendment*

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Convention Center Marketing Coordinator	820010e	12	3714	3900	4096	4302	4516
Curator of Education	530005e	12	3648	3832	4026	4229	4437
Custodial Supervisor	810025e	12	3057	3210	3371	3541	3717
DBE/Small Business Coordinator	150070e	12	4339	4556	4785	5024	5276
Electrician Supervisor I	720020	12	4682	4915	5162	5421	5692
Emergency Preparedness Officer	420020e	12	3517	3694	3879	4074	4277
Emergency Services Communications Supervisor	410004e	12	3953	4150	4358	4576	4805
Equipment Supervisor	720031e	12	4246	4458	4682	4915	5161
Events Coordinator	820006e	12	3417	3588	3768	3957	4156
Facilities Maintenance Supervisor	810035e	12	3720	3906	4101	4307	4523
Fire Prevention Engineer	210055e	12	5275	5540	5818	6108	6415
Fleet Administration Supervisor	720025e	12	4671	4903	5149	5407	5678
Forestry Supervisor I	510030e	12	3665	3849	4042	4246	4458
Forestry Supervisor II	510031e	12	4031	4234	4447	4671	4903
General Curator	530010e	12	3506	3684	3870	4065	4265
Housing Development Supervisor	230060e	12	4463	4686	4923	5167	5427
Housing Program Supervisor	230055e	12	4624	4857	5100	5355	5623
Human Resources Records Supervisor	115050e	12	3762	3951	4148	4356	4574
Information Services Supervisor	125032e	12	5470	5744	6030	6333	6652
Laboratory Supervisor	620014e	12	4394	4613	4845	5087	5343
Operations and Events Supervisor	820025e	12	3934	4130	4335	4551	4780
Outreach Coordinator	520040e	12	3714	3900	4096	4302	4516
Parking Supervisor	720035e	12	2674	2807	2947	3096	3251
Parks Supervisor I	510025e	12	3665	3849	4042	4246	4458
Parks Supervisor II	510026e	12	4031	4234	4447	4671	4903
Planner III	220007e	12	4328	4545	4771	5012	5263
Police Data Processing Supervisor	125085e	12	5045	5300	5564	5843	6135

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Power Generation System Supervisor	620056e	12	4821	5061	5314	5581	5860
Principal Accountant	130014e	12	4809	5050	5304	5569	5848
Professional Engineer	210100e	12	5275	5540	5818	6108	6415
Project Manager	150065e	12	4875	5121	5378	5646	5929
Real Estate Finance Supervisor	170004e	12	4453	4677	4911	5157	5415
Records Supervisor	115045e	12	3762	3951	4148	4356	4574
Recycling Coordinator	640001e	12	3655	3838	4030	4232	4443
Redevelopment Planning Supervisor	220060e	12	4434	4655	4889	5135	5389
Redevelopment Project Planner	220050e	12	3864	4058	4261	4475	4698
Revenue Supervisor	135025e	12	3438	3611	3791	3978	4179
Senior Accountant-Auditor	130013e	12	3974	4173	4383	4604	4833
Senior Building Inspector	230034e	12	4423	4645	4877	5122	5379
Senior Electrical Safety Consultant	230024e	12	4423	4645	4877	5122	5379
Senior Engineering Inspector	230077e	12	4423	4645	4877	5122	5379
Senior Environmental & Safety Consultant	230005e	12	4423	4645	4877	5122	5379
Senior Plumbing & Mechanical Consultant	230014e	12	4423	4645	4877	5122	5379
Senior Real Estate Agent	170012e	12	4738	4975	5225	5487	5761
Solid Waste Management Supervisor I	640030e	12	4101	4307	4522	4750	4987
Street Maintenance Supervisor	720001e	12	5113	5369	5638	5920	6216
Supervising Buyer	140004e	12	4225	4436	4657	4891	5134
Supervising Engineering Technician	210008e	12	5022	5275	5540	5818	6108
Supervising Environmental Control Officer	620005e	12	4394	4613	4845	5087	5342
Supervising Fire Prevention Inspector	420005e	12	4634	4866	5112	5368	5637
Supervising Identification Technician	410013	12	3859	4053	4255	4469	4692
Supervising Planner	220008e	12	4763	5001	5251	5513	5789
Supervising Plans Examiner	210044e	12	4875	5121	5378	5646	5929
Supervising Professional Engineer	210110e	12	6003	6305	6621	6953	7301
Supervising Real Estate Agent	170013e	12	5213	5474	5748	6035	6338

EXHIBIT 2
Section 2.4 – Management Non-Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Survey Party Chief	210031e	12	3965	4163	4372	4590	4822
Traffic Engineering Assistant	210070e	12	4428	4650	4885	5127	5385
Transit Supervisor I	320050e	12	3665	3849	4042	4246	4458
Transit Supervisor II	320051e	12	4032	4235	4447	4671	4903
Treasury Officer	135015e	12	4809	5050	5304	5569	5848
Wastewater Treatment Maintenance Supervisor	620070e	12	4956	5204	5465	5739	6026
Water Conservation Supervisor	610045e	12	4956	5204	5465	5739	6026
Water System Supervisor	610055e	12	4956	5204	5465	5739	6026
Water Treatment Operations Supervisor	610050e	12	4410	4630	4862	5107	5361
Zoo Supervisor	530020e	12	3665	3849	4042	4246	4458
Zoo Veterinarian	530016e	12	5051	5305	5571	5850	6142

EXHIBIT 2
Section 2.5 – Non-Management Confidential Classes (CFPEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Administrative Support Clerk	115005	12	2531	2658	2792	2932	3080
Claims Specialist	150005e	12	2582	2714	2850	2992	3144
Database Administrator	125045e	12	4569	4797	5038	5289	5554
Executive Secretary	110052e	12	3122	3278	3444	3617	3798
Human Resources Analyst	150016e	12	3517	3694	3879	4074	4277
Human Resources Technician	150015	12	2570	2699	2835	2976	3126
Legal Assistant	160001	12	3121	3277	3440	3615	3797
Legal Secretary I	115015	12	2558	2685	2820	2961	3109
Legal Secretary II	115016	12	2838	2981	3130	3286	3451
Management Analyst I	150020e	12	2849	2994	3143	3301	3469
Management Analyst II	150021e	12	3517	3694	3879	4074	4277
Risk Analyst	150010e	12	3875	4069	4272	4487	4712
Senior Database Administrator	125046e	12	5038	5289	5554	5832	6124
Senior Human Resources Technician	150014	12	2837	2978	3126	3283	3448
Systems Programmer I	125040e	12	3592	3772	3961	4160	4368
Systems Programmer II	125041e	12	4588	4819	5060	5313	5580
Systems Security Administrator	125050e	12	4569	4797	5038	5289	5554

EXHIBIT 2
Section 2.6 – Airport Public Safety Supervisors

CLASS TITLE	JOB CODE	PROB PER	RANGE	A	B	C	D	E
Airport Public Safety Supervisor	310003	12			4000	-	7000	

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001 ³	6	2064	2162	2265	2374	2489
Account Clerk II	130002 ³	12	2265	2374	2489	2607	2732
Accountant-Auditor I	130011 ⁴	12	3078	3222	3378	3547	3718
Accountant -Auditor II	130012 ⁴	12	3580	3750	3936	4126	4328
Accounting Technician	130010	12	2732	2864	3003	3147	3301
Administrative Clerk I	110001 ³	6	1909	2001	2096	2196	2300
Administrative Clerk II	110002 ³	12	2096	2196	2300	2411	2528
Airports Computer Specialist	125080	12	3911	4101	4302	4512	4733
Airports Property Specialist I	175001 ⁴	12	3646	3824	4011	4206	4413
Airports Property Specialist II	175002 ⁴	12	4239	4446	4663	4891	5131
Assistant Training Officer	150045	12	3417	3582	3757	3941	4132
Associate Electrical Safety Consultant I	230022	12	4083	4282	4492	4709	4941
Associate Electrical Safety Consultant II	230023	12	4282	4492	4709	4941	5184
Associate Environmental & Safety Consultant I	230003	12	4083	4282	4492	4709	4941
Associate Environmental & Safety Consultant II	230004	12	4282	4492	4709	4941	5184
Associate Plumbing & Mechanical Consultant I	230012	12	4083	4282	4492	4709	4941
Associate Plumbing & Mechanical Consultant II	230013	12	4282	4492	4709	4941	5184
Billing System Specialist	125075	12	2723	2856	2995	3135	3285
Box Office Assistant	820001	12	2723	2856	2995	3135	3285
Budget Technician	135005	12	2776	2909	3050	3198	3353
Building Inspector I	230007 ⁴	12	3895	4083	4282	4492	4709
Building Inspector II	230008 ⁴	12	4083	4282	4492	4709	4941
Building Inspector III	230009	12	4282	4492	4709	4941	5184
Buyer I	140001 ⁴	12	3203	3359	3523	3694	3874
Buyer II	140002 ⁴	12	3523	3694	3874	4063	4262
Call Center Representative I	115070 ³	6	2265	2374	2489	2607	2732
Call Center Representative II	115071 ³	12	2489	2607	2732	2864	3003
Central Printing Clerk	120005	12	2096	2196	2300	2411	2528
Central Printing Technician	120006	12	2465	2584	2710	2840	2976
City Records Specialist	115025	12	2776	2909	3050	3198	3353
Code Enforcement Specialist	230040	12	2993	3133	3284	3439	3608
Community Recreation Assistant	520010	12	2288	2395	2498	2604	2721

*12/13/05 Fourteenth Council Amendment
Supersedes Fifth Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Community Services Officer I	410025 ⁴	12	2380	2494	2613	2740	2871
Community Services Officer II	410026 ⁴	12	2613	2740	2871	3011	3157
Computer Operator I	125015 ⁴	12	2343	2445	2549	2661	2787
Computer Operator II	125016 ⁴	12	2590	2714	2841	2978	3125
Computer Operator III	125017	12	2841	2978	3125	3270	3428
Computer Systems Specialist I	125010 ⁴	12	3315	3475	3645	3822	4008
Computer Systems Specialist II	125011 ⁴	12	3911	4101	4302	4512	4733
Computer Systems Specialist III	125012	12	4397	4612	4839	5074	5325
Computer Systems Technician	125005	12	2237	2344	2456	2574	2696
Construction Compliance Specialist	150055	12	3243	3395	3561	3735	3915
Contract Compliance Specialist	150060	12	3243	3395	3561	3735	3915
Convention Center Marketing Assistant	820009	12	2723	2856	2995	3135	3285
Customer Services Clerk I	115060 ³	6	2064	2162	2265	2374	2489
Customer Services Clerk II	115061 ³	12	2265	2374	2489	2607	2732
Electrical Safety Consultant I	230020 ⁴	12	3547	3718	3895	4083	4282
Electrical Safety Consultant II	230021 ⁴	12	3718	3895	4083	4282	4492
Emergency Services Dispatcher I	410001 ⁵	12	2826	2942	3069	3214	3352
Emergency Services Dispatcher II	410002 ⁵	12	3033	3180	3337	3499	3663
Emergency Services Dispatcher III	410003	12	3400	3561	3739	3916	4106
Engineer I	210015 ⁴	12	3701	3879	4067	4266	4468
Engineer II	210016 ⁴	12	4296	4499	4722	4946	5199
Engineering Aide I	210001 ³	6	2404	2515	2635	2760	2896
Engineering Aide II	210002 ³	12	2775	2909	3045	3191	3350
Engineering Inspector I	230075 ⁴	12	3608	3795	3971	4162	4369
Engineering Inspector II	230076 ⁴	12	3951	4142	4345	4557	4781
Engineering Technician I	210005 ⁴	12	2841	2978	3125	3270	3428
Engineering Technician II	210006 ⁴	12	3191	3350	3511	3680	3859

*08/01/05 Fifth Council Amendment
Supersedes Fourth Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Environmental & Safety Consultant I	230001 ⁴	12	3547	3718	3895	4083	4282
Environmental & Safety Consultant II	230002 ⁴	12	3718	3895	4083	4282	4492
Environmental Control Officer	620001	12	3558	3733	3909	4101	4298
Events Specialist	820005	12	3078	3222	3381	3547	3718
Facilities Construction Specialist	230085	12	3735	3914	4106	4305	4516
Fire Prevention Inspector I	420001 ⁴	12	3290	3449	3612	3792	3978
Fire Prevention Inspector II	420002 ⁴	12	3808	3987	4182	4390	4601
Fleet Operations Specialist	710105	12	3452	3619	3796	3981	4175
Identification Technician I	410010 ⁴	12	3100	3249	3406	3574	3748
Identification Technician II	410011 ⁴	12	3406	3574	3748	3930	4122
Identification Technician III	410012	12	3574	3748	3930	4122	4323
Industrial Waste Inspector	620030	12	3041	3184	3340	3503	3666
Industrial/Commercial Water Conservation Representative	610015	12	3558	3733	3909	4101	4298
Inorganic Chemist	620020	12	3611	3788	3972	4166	4370
Laboratory Assistant	620010	12	2475	2596	2719	2851	2989
Laboratory Technician I	620011 ⁴	12	2989	3134	3285	3444	3611
Laboratory Technician II	620012 ⁴	12	3285	3444	3611	3788	3972
Land Surveyor	210035	12	4521	4742	4976	5219	5476
Landscape Water Conservation Specialist	610005	12	3476	3646	3823	4009	4205
Life Skills Instructor	940015	12	3288	3448	3615	3792	3977
Mail Operations Technician	120001	12	2300	2411	2528	2648	2776
Municipal Facilities Booking Clerk	115055	12	2939	3081	3231	3388	3552
Neighborhood Services Specialist I	230050 ⁴	12	3290	3449	3612	3792	3978
Neighborhood Services Specialist II	230051 ⁴	12	3808	3987	4182	4390	4601
Neighborhood Standards Specialist I	230045 ⁴	12	3078	3222	3381	3547	3718
Neighborhood Standards Specialist II	230046 ⁴	12	3649	3822	4014	4207	4414

*08/01/05 Fifth Council Amendment
Supersedes Original*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Network Systems Specialist	125030	12	4397	4612	4839	5074	5325
Offset Equipment Operator	120010	12	2465	2584	2710	2840	2976
PAR Program Specialist	410023	12	2613	2740	2871	3011	3157
Paratransit Specialist	320005	12	2723	2856	2995	3135	3285
Parking Controller I	710120 ⁴	12	2024	2109	2203	2293	2395
Parking Controller II	710121 ⁴	12	2208	2306	2404	2505	2624
Parking Controller III	710122	12	2404	2505	2624	2735	2857
Parks Planning Coordinator	510020	12	4260	4468	4687	4915	5157
Phlebotomist	410007	12	2475	2596	2719	2851	2989
Planner I	220005 ³	6	3227	3379	3545	3719	3900
Planner II	220006 ³	12	3792	4004	4205	4409	4625
Planning Illustrator I	220001 ⁴	12	3036	3182	3339	3501	3664
Planning Illustrator II	220002 ⁴	12	3368	3529	3701	3879	4067
Plans Examiner I	210040 ⁴	12	3218	3374	3538	3711	3894
Plans Examiner II	210041 ⁴	12	3718	3895	4083	4282	4492
Plans Examiner III	210042	12	4083	4282	4492	4709	4941
Plumbing & Mechanical Consultant I	230010 ⁴	12	3547	3718	3895	4083	4282
Plumbing & Mechanical Consultant II	230011 ⁴	12	3718	3895	4083	4282	4492
Police Data Transcriptionist	115035	12	2528	2648	2776	2909	3050
Principal Account Clerk	130004	12	2732	2864	3003	3147	3301
Program Compliance Officer	640026	12	3000	3150	3309	3476	3650
Programmer/Analyst I	125020 ⁴	12	3315	3475	3645	3822	4008
Programmer/Analyst II	125021 ⁴	12	3911	4101	4302	4512	4733
Programmer/Analyst III	125022	12	4397	4612	4839	5074	5325
Programmer/Analyst IV	125023	12	4721	4952	5196	5449	5717
Property & Evidence Technician	145010	12	2880	3019	3165	3319	3480
Radio Dispatcher	120015	12	2411	2523	2633	2752	2870
Rangemaster/Armorer	410035	12	3574	3748	3930	4122	4323
Real Estate Agent I	170010 ⁴	12	3381	3547	3718	3895	4088
Real Estate Agent II	170011 ⁴	12	4373	4572	4800	5024	5283

*12/13/05 Thirteenth Council Amendment
Supersedes Fifth Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Finance Specialist I	170001 ⁴	12	2935	3078	3222	3381	3547
Real Estate Finance Specialist II	170002 ⁴	12	3356	3519	3690	3870	4059
Recreation Leader	520001	12	1659	1737	1820	1905	1996
Recreation Specialist	520005	12	2788	2921	3063	3211	3366
Retirement Counselor I	135050 ⁴	12	2732	2864	3003	3148	3301
Retirement Counselor II	135051 ⁴	12	3003	3148	3301	3461	3630
Safety Specialist	150050	12	2841	2977	3122	3274	3433
Secretary	110050	12	2528	2648	2776	2909	3050
Senior Account Clerk	130003	12	2489	2607	2732	2864	3003
Senior Administrative Clerk	110003	12	2300	2411	2528	2648	2776
Senior Buyer	140003	12	3874	4063	4262	4470	4689
Senior Call Center Representative	115072	12	2837	2978	3126	3283	3448
Senior Community Services Officer	410027	12	2810	2945	3087	3237	3394
Senior Customer Services Clerk	115062	12	2489	2607	2732	2864	3003
Senior Engineering Technician	210007	12	3701	3879	4067	4266	4468
Senior Fire Prevention Inspector	420003	12	4268	4473	4688	4917	5161
Senior Laboratory Technician	620013	12	3611	3788	3972	4166	4370
Senior Neighborhood Services Specialist	230052	12	4268	4473	4688	4917	5161
Senior Neighborhood Standards Specialist	230047	12	3822	4009	4205	4409	4625
Senior Network Systems Specialist	125031	12	4721	4952	5196	5449	5717
Senior Offset Equipment Operator	120011	12	2710	2840	2976	3120	3272
Senior Property & Evidence Technician	145011	12	3165	3319	3480	3649	3827
Senior Real Estate Finance Specialist	170003	12	3690	3870	4059	4257	4466
Senior Records Clerk	110101	12	2411	2528	2648	2776	2909
Senior Secretary	110051	12	2776	2909	3050	3198	3353
Senior Storeskeeper	145002	12	2880	3019	3165	3319	3480
Senior Utility Service Representative	230092	12	2921	3063	3211	3366	3531
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	4721	4952	5158	5449	5717
Solid Waste Bin Inspector	640025	12	2761	2878	3000	3137	3268
Staff Assistant	150001	12	2723	2856	2995	3135	3285
Storeskeeper	145001	12	2620	2748	2880	3019	3165

*12/13/05 Fourteenth Council Amendment
Supersedes Fifth Council Amendment*

EXHIBIT 3
Unit 3 – Non-Supervisory White Collar (FCEA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Survey Party Technician	210030	12	3191	3350	3511	3680	3859
Tax/Permit Representative	135001	12	2856	2995	3135	3285	3449
Telecommunications Systems Specialist	710055	12	3692	3872	4061	4260	4468
Transit Surveyor	320001	12	2064	2162	2265	2374	2489
Tree Program Specialist	510015	12	3476	3646	3823	4009	4205
Utility Service Representative I	230090 ⁴	12	2421	2536	2657	2787	2921
Utility Service Representative II	230091 ⁴	12	2657	2787	2921	3063	3211
Veterinary Technician	530015	12	2647	2775	2908	3049	3197
Wastewater Reclamation Coordinator	620035	12	3646	3824	4011	4206	4413
Water Conservation Representative	610001	12	2395	2498	2604	2734	2856
Water Education Coordinator	610010	12	3558	3733	3909	4101	4298
Water Systems Telemetry & Distributed Control Specialist	610021	12	3911	4101	4302	4512	4733
Water Systems Telemetry & Distributed Control Technician	610020	12	3556	3730	3911	4101	4302

*08/01/05 Fifth Council Amendment
Supersedes Fourth Council Amendment*

EXHIBIT 4
Unit 4 – Police Non-Management (FPOA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Police Officer Recruit	415001	6	4016	4217	–	–	–
Police Officer	415002	12	4639	4871	5115	5371	5640
Police Specialist	415003	–	4639	4871	5115	5371	5640
Police Sergeant	415004	12	5593	5872	6167	6476	6800

*01/01/06 Sixth Council Amendment
Supersedes Original*

EXHIBIT 5
Unit 5 – Fire Non-Management (IAFF)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Firefighter Trainee	425001 ¹⁰	--	15.20 per hour				
Firefighter Trainee	425001	--	3963				
Firefighter	425002	12	4402	4621	4852	5093	5347
Firefighter Specialist	425003	12	4977	5226	5487	5760	6047
Fire Captain	425004	12	5568	5847	6137	6444	6765
Fire Investigation Unit Supervisor	425010	12	5568	5847	6137	6444	6765

*08/01/05 Ninth Council Amendment
Supersedes Original*

EXHIBIT 6
Unit 6 – Transit (ATU)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Bus Driver	320015 ⁹	6	15.421154	17.221154	18.080769	18.957692	20.590385
Bus Driver	320015	6	2673	2985	3134	3286	3569

EXHIBIT 7
Group 8 – Non-Represented

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Academy Trainee	940001	–	Flat Rate	\$1,656
Background Investigator	940030	–	Hourly	\$18.00 - \$22.00 Per Hour
Cashier Clerk	910010	–	Flat Rate	\$6.75 Per Hour
Chief Police Pilot ¹	410031e	12	Monthly	\$3,500 - \$5,250
Contract Law Enforcement Services Coordinator	940025	–	Hourly	\$18.00 - \$22.00 Per Hour
Information Services Aide	125001	–	Hourly	\$6.75 - \$22.00
Law Enforcement Instructor	940020	–	Hourly	\$18.00 - \$22.00 Per Hour
Lifeguard	950001	–	Flat Rate	\$8.05 Per Hour
Police Cadet I	940005	–	Flat Rate	\$9.92 Per Hour
Police Cadet II	940006	–	Hourly	\$12.49 - \$14.34 Per Hour
Police Pilot ¹	410030	–	Hourly	\$20.00 - \$24.00
Pool Attendant	950005	–	Flat Rate	\$6.75 Per Hour
Pool Supervisor	950015	–	Flat Rate	\$9.77 Per Hour
Senior Lifeguard	950002	–	Flat Rate	\$8.62 Per Hour
Service Worker I	970001	–	Flat Rate	\$6.75 Per Hour
Service Worker II	970002	–	Flat Rate	\$6.75 Per Hour
Services Aide	910005	–	Hourly	\$6.75 - \$15.00 Per Hour
Sports Official	950010	–		\$6.75 - \$50 Per Game
Student Aide I	910001	–	Flat Rate	\$6.75 Per Hour
Student Aide II	910002	–	Flat Rate	\$6.96 Per Hour

EXHIBIT 8
Unit 11 – Airport Public Safety (FAPOFA)

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Airport Public Safety Trainee	310001	12	3687	3871	–	–	–
Airport Public Safety Officer	310002	12	4259	4444	4647	4858	5010

EXHIBIT 9
Unit 7 – Non-Supervisory Groups and Crafts (IBEW)

CLASS TITLE	JOB CODE	PROB PER	RANGE	SALARY
Air Conditioning Mechanic	730001	12	Flat Rate	5175
Concrete Finisher	730005	12	Flat Rate	4513
Electrician	730010	12	Flat Rate	4680
Painter	730015	12	Flat Rate	4111

APPENDIX TO SALARY RESOLUTION

- ¹ This is a training class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).
- ² This is an entry level class in which incumbents do not achieve permanent status within the classified service, as defined in Fresno Municipal Code Section 2-1601.1(p)(5).
- ³ This class is in a flexibly-staffed series which allows an employee to “flex” to the journey level after six months of satisfactory service.
- ⁴ This class is in a flexibly-staffed series which requires one year of satisfactory service before an employee can “flex” to the journey level.
- ⁵ This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. An employee in this series must serve a minimum one year probationary period.
- ⁶ Applicable to Chief Assistant City Attorney effective July 1, 2002.
- ⁷ Deleted.
- ⁸ Applicable to Police Chief effective July 1, 2005.
- ⁹ A person selected to fill a vacant position is a “student driver.” A “student driver” is a new operator who must be trained and instructed on all lines and bus equipment of the system until, in the opinion of the Director of Transportation, the person is capable of performing the duties of a regular or extra board operator. A “student driver” shall be employed as a temporary employee at \$9.50 per hour. Overtime for a “student driver” shall be paid for work in excess of 40 hours in a week, at the rate of time and one-half.
- ¹⁰ Firefighter Trainee not in the City of Fresno Fire Department Academy.
- e Exempt class, see Narrative Section 4.

* * * * *

STATE OF CALIFORNIA)
COUNTY OF FRESNO) ss.
CITY OF FRESNO)

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the _____ day of _____, 2005.

AYES :
NOES :
ABSENT :
ABSTAIN :

Mayor Approval: _____, 2005

Mayor Approval/No Return: _____, 2005

Mayor Veto: _____, 2005

Council Override Vote: _____, 2005

REBECCA E. KLISCH
City Clerk

BY: _____
Deputy

APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE

BY: _____
Deputy